Council Equality, Diversity and Inclusion Committee

Terms of Reference:

1. To support the Council in executing the University’s Strategic Plan by taking account of diversity and its legal equality duties and ensuring that Council meets its equality and diversity obligations under the CUC Higher Education Code of Governance (2020), including in relation to its own operation.

2. To provide steer and leadership on the University’s equality and diversity strategy and to monitor and review performance against the University’s strategic approach to ensure that its associated objectives and action plans are properly implemented and effective.

3. To commission and receive reports and consider the development of targets and key performance indicators relating to student and staff equality and diversity and their integration with the corporate planning process. To consolidate this information into an annual or more frequent report to the Council.

4. To consider reports from relevant university committees, groups, networks, and relevant university officers to identify key strategic and operational issues relevant to equality, diversity and inclusion and to report to the Council making recommendations as appropriate.

Reports to: Council.

Membership:

Chair (A serving or former Vice-President):
Professor Gill Valentine 2015-18, 2018-21

Ex-officio members:

Vice-President for Education
Professor Mary Vincent (Interim)

Chair of the Gender Equality Committee
Professor Katherine Linehan

Chair of the Race Equality Steering Group
Professor Susan Fitzmaurice

Representatives of the Students’ Union (a maximum of three representatives to attend as appropriate)
Lily Grimshaw (Women’s Officer) 2020-21
Iuri Montenegro (International Students’ Officer) 2020-21
Ellie Lynam (Education Officer) 2020-21
Holly Ellis (Welfare Officer) 2020-21

A representative of the Campus Trade Unions (a maximum of one representative to attend as appropriate)
Dr Caroline Metz (Sheffield Political Economy Research Institute)
Dr Themesa Neckles (School of Education)
Dr Mark Pendleton (School of East Asian Studies)
Dr Lauren Selfe (Faculty of Engineering)

Representatives of the Professional Services:

Student Services
Susan Bridgeford

Estates & Facilities Management
Lisa Woods

Accommodation & Commercial Services
Caryn Masters

Human Resources
Zaidah Ahmed

Representatives of key equality and diversity matters:

Research Excellence Framework
TBC

Teaching Excellence Framework
TBC
One lay member of the Council:
Professor Keith Layden 2019-22

Up to three lay members, as approved by the Council:
Professor Dame Athene Donald 2015-18, 2018-21
Gurpreet Durha 2019-22

Two members appointed by the Senate:
Professor Amaka Offiah (Medical School) 2016-19, 2019-22
Professor Steven Julious (ScHARR) 2016-19, 2019-22

Chairs of Faculty and Professional Services Equality & Diversity Committees:
Faculty of Arts & Humanities Dr Rachel van Duyvenbode (English)
Faculty of Engineering Dr Heidi Christensen (Computer Science)
Faculty of Medicine, Dentistry & Health Dr Louise Preston (School of Health & Related Research)
Faculty of Science Professor Katherine Linehan (Biomedical Science)
Faculty of Social Sciences Co-Chairs: Dr Tony Williams (School of Education) & Dr Briony Birdi (Information School)
Professional Services Lisa Woods

University Network Chairs*:
Lesbian, Gay, Bisexual & Transgender (LGBT+) Mark Yarrow (School of Mathematics & Statistics) / Gemma Halliwell (Careers Service)
(a maximum of one representative to attend as appropriate)
Staff & Disability Network Professor Brendan Stone (Deputy Vice-President for Education)
Black, Asian and Minority Ethnic Network Sachin Anand** (Economics)
(BAME)
Others TBC

Representative of the Multifaith Chaplaincy Revd Dr Jeremy Clines (University Anglican Chaplain)

In attendance:
Head of Organisational Development Hannah Morgan
Secretary Kate Sullivan (University Secretary’s Office)

Quorum: Three members of the Committee of whom not more than two can be members of staff of the University.

* University Network Chair representation may include Deputies (with a maximum of one representative to attend for each Network).
** Dr Amaka Offiah is the current BAME Network Chair. However, Mr Sachin Anand (current BAME Network Deputy Chair) will act as the BAME representative for the duration of Dr Offiah’s appointment to the committee as a ‘member appointed by the Senate’, or until Dr Offiah is no longer the BAME Network Chair.